

EX OFFICE

678 Boylston St.
Newton Centre, Ma, 02159

August 15, 1984

Arthur A. Osborne, President
Mass. AFL-CIO Council
8 Beacon St.
Boston, Massachusetts

Dear Arthur:

I am most pleased to know that you will support my application for the position of Director, Division of Apprentice Training. John J. McDonough, the incumbent has informed both Secretary, Paul Eustace and Commissioner, George Ripley of his intent to retire in October, 1984.

It would be most appreciated if you would communicate directly with Governor, Michael Dukakis and Secretary Paul Eustace in your endorsement of my application for the position. I enclose copies of my original correspondence to the Executive Office of Labor and a resume of my background.

With sincere gratitude for your assistance, I remain

Fraternally,


John J. Carroll

678 Boylston Street
Newton Centre, Mass. 02159

April 9, 1984

The Commonwealth of Massachusetts
Executive Office of Labor
One Ashburton Place, Room 2112
Boston, Massachusetts 02108

Paul J. Eustace, Secretary of Labor

Dear Mr. Secretary:

This is written to state my interest in the position of Director, Division of Apprentice Training. John J. McDonough, the incumbent, has suggested to me that the position will become available in the not too distant future and has encouraged my application at this time.

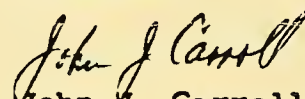
Presently I hold the position of Acting Assistant Director in the Division, having served without interruption, since January 7, 1981. In the period of the absence of the Director, through illness, full responsibility for the Division has been delegated to me.

As you will note from my resume enclosed, I have been in the employ of the Massachusetts Department of Labor, since May 21, 1951, and have served in a succession of positions within the Division from November 24, 1952.

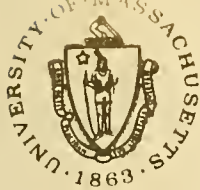
It is my feeling that the experience I have gained through the years would permit me to fulfill the duties of Director in a manner that will bring credit to your Office and continue the successful promotion of the Apprenticeship format in new as well as established trades.

Therefore, based upon my stated qualifications, I ask your endorsement for the position of Director. As a career employee of the Commonwealth; I would be pleased to know that you will consider favorably my application when the position is vacated.

Sincerely,


John J. Carroll

enclosed/resume



University of Massachusetts

Amherst

PROJECT ON PARTICIPATION
LABOR RELATIONS & RESEARCH CENTER
207 MIDDLESEX HOUSE
AMHERST, MASSACHUSETTS 01003
413/545-0005

*Please let
John O'Malley know
if Arthur plans
to attend* OK

August 6, 1984

Dear Friend,

Labor management relations in the United States are at a cross-roads. Will the adversarial relationship dominate future relations or will a more cooperative approach emerge? How does the changing role of technology and national labor policy affect your organization and its labor relations?

We invite you to attend a two day symposium where you can explore these and related issues with your counterparts from labor and management. It will provide an informal and off the record opportunity to raise important issues.

Our purpose is to permit the maximum interaction among the participants; the speakers and panelists are resources for the discussions.


The symposium is funded by the United States Department of Labor Bureau of Labor Management Relations and Cooperative Programs and coordinated by the Labor Relations and Research Center at the University of Massachusetts at Amherst. It will begin Tuesday, December 4th at 5 p.m., and end Thursday, December 6th at noon, at the Oak 'n Spruce resort in the Berkshires at South Lee, Massachusetts.

Because of the nature of this meeting we cannot accept substitutes.

A list of the people who are being invited and the symposium schedule is attached.

The symposium has been planned by a steering committee whose members are:

Theodore Barrett, Regional Director, United Auto Workers
Michael G. DelRossi, Manager Plant Employee Relations, General Electric Company
Peter DiCicco, Regional Director, International Union of Electronics, Electrical, Technical, Salaried, and Machine Workers
Raymond Disch, U.S. Dept. of Labor Bureau of Labor Management Relations and Cooperative Programs
Thomas Evers, President, AFL-CIO, Building Trades Council
Harvey Friedman, Director, Labor Relations & Research Center
Jerry Gomez, Federal Mediation Conciliation Service
Frank Myers, Assistant New England Director, AFL-CIO
Thomas Pequignot, Personnel Dir., New Departure Hyatt Bearing Div., GM
John Simmons, Labor Relations & Research Center
Lee Wilson, Division Manager, Human Relations Department, New England Telephone



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Please reply by August 24th to John Simmons, Labor Relations & Research Center, 207 Middlesex House, University of Massachusetts, Amherst, MA 01003. If you think that there is someone whom we should have invited, please send us their names and why you think they are appropriate. This could include your labor or management counterpart.

We think this meeting is an important opportunity for us to explore issues that will shape our future. We believe that you can make an important contribution.

With best regards from the committee,

Michael S. DelRossi

Michael DelRossi
Manager Plant Employee Relations
General Electric Company

John O'Malley

John O'Malley
New England Director
AFL-CIO

enclosures

EX-OF.

REC
ACCEPT (2)



AFSCME Council 93

Massachusetts Public Employees

The largest AFL-CIO union in Massachusetts representing more than 50,000 public employees

Joseph Bonavita
Executive Director

Herbert Ollivierre
President

Joseph Lydon
Executive
Vice President

Natalie Baker
Recording
Secretary

Frank Moroney
Treasurer

Thomas DaSilva
Sgt. at Arms

August 22, 1984

Refer to
Exec Officer
M. J. J.

Mr. George Carpenter
Secretary/Treasurer
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Brother Carpenter:

On behalf of the officers and members of AFSCME Council 93, I would like to take this opportunity to extend an invitation to you to join with us at our Legislative and Political Action Conference to be held in Hyannis, Mass. on September 21 through September 23, 1984.

Hoping that you are able to join with us, I remain,

Fratemally,


Joseph M. Bonavita
Executive Director

JMB:js



THE COMMONWEALTH OF MASSACHUSETTS

EXECUTIVE DEPARTMENT

STATE HOUSE • BOSTON 02133

MICHAEL S. DUKAKIS
GOVERNOR

August 17, 1984

Mr. Arthur R. Osborn
President
AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

Arthur

Thank you for your letter endorsing the candidacy of Edward Lepkowski for reappointment to The Board of Registration of Mount Wachusett Community College.

As you may realize, we have had many requests for appointment to this board and it will not be an easy decision. You can be assured, however, that Edward Lepkowski's candidacy will be given every consideration and that your recommendation will become part of his personnel file.

Thank you for bringing this fine candidate to our attention.

Sincerely,

Nicholas T. Mitropoulos

Nicholas T. Mitropoulos
Director of Personnel

NTM:nb

cc: Donna Hartlage
Governor's Office of Education

EX OFFICIAL

phd
put with material
for exec 'mtg

MassCOSH

Massachusetts Coalition for Occupational Safety & Health

718 Huntington Avenue
Boston, MA 02115
(617) 277-0097

458 Bridge Street
Springfield, MA 01103
(413) 732-2847

Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon St.
Boston, MA 02108

9/12/84
called Nancy Lessin
told her of Executive
Officers decision —
"No Member on Board"
but will give support
as in the past

August 17, 1984

277-0097

Dear Arthur,

At the 1984 MassCOSH Convention held in June, a unanimous vote approved a constitutional change regarding our Executive Committee. Its composition was changed from 11 elected positions to 22 positions, half of which are elected and half of which are appointed. At the Convention, 11 people were elected to serve on the Committee. Those members must now appoint 11 additional committee members.

At the MassCOSH Executive Committee meeting held on August 14, the elected Executive Committee members voted unanimously to ask the Massachusetts AFL-CIO to fill one of these slots by appointing a person to serve on our Executive Committee as well as act as a liaison between MassCOSH and the Massachusetts AFL-CIO on matters of mutual interest and concern.

The MassCOSH Executive Committee is the governing body of the organization which oversees the activities of the organization on behalf of the membership. Executive Committee members become involved in various projects and activities of MassCOSH as well as attend monthly Executive Committee meetings. I am enclosing a copy of the MassCOSH Constitution and a list of the eleven elected Executive Committee members for your information.

If this meets with your approval, we would greatly appreciate it if you could appoint your representative before our next Executive Committee meeting which will be held on September 11th.

If you have any questions or wish to discuss this situation further, please contact me at 277-0097. Thank you very much for your consideration of this matter and we look forward to hearing from you in the near future.

Sincerely,

Nancy

Nancy Lessin
Project Director

Enclosures

MassCOSH

Massachusetts Coalition for Occupational Safety & Health

718 Huntington Avenue
Boston, Mass. 02115
617-277-0097

CONSTITUTION
OF

458 Bridge Street
Springfield, Mass. 01103
413-732-2847

THE MASSACHUSETTS COALITION FOR OCCUPATIONAL SAFETY AND HEALTH

ARTICLE I OBJECTIVES

SECTION 1. The Massachusetts Coalition for Occupational Safety and Health (MassCOSH) is a statewide organization of workers and professionals trying to improve health, safety, and environmental conditions for the workers of this region.

SECTION 2. The work of the organization shall fall into two general categories: (a) providing educational, medical, technical and legal resources to labor unions and other groups of workers fighting for better conditions in their workplaces; and

(b) helping to unite workers, concerned professionals and others in concerted action to bring about the greatest possible improvement in workplace conditions.

SECTION 3. In all its activities MassCOSH will act upon the following principles: (a) Occupational hazards will be eliminated only when the people most immediately endangered have the knowledge they need to evaluate their situation, the power to take effective action, and the collective strength to defend their right not to be penalized for their actions;

(b) A movement to improve working conditions can succeed only if it simultaneously opposes all forms of racism, sexism ageism, and any other forms of discrimination and prejudice that divide working people, preventing them from uniting to struggle against their common problems and forcing certain groups to endure special hardships;

(c) MassCOSH supports the development of a strong union movement with the active participation of its membership as the best strategy for securing safe and healthful workplaces;

(d) Since unorganized workers most often are exposed to the worst work conditions, MassCOSH recognizes an ongoing commitment to support their efforts to organize around health and safety issues.

ARTICLE II MEMBERSHIP

SECTION 1. Membership in MassCOSH is open to all individuals and labor unions who agree with the objectives set forth in Article I.

SECTION 2. Acceptance for membership in MassCOSH is subject to the approval of the Executive Committee.

Section 3. The membership in good standing of MassCOSH as represented at the convention and at other special meetings shall be the policy-making body of the organization.

Section 4. Each individual member in good standing is entitled to one vote at membership meetings. Each member union is entitled to delegates on the following basis:

- (a) Unions of 500 members or less: 4 delegates, each of whom has one vote;
- (b) Unions of 501 to 1,000 members: 5 delegates, each of whom has one vote;
- (c) Unions of more than 1,000 members: 5 delegates for the first 1,000 and 1 additional delegate for every additional 1,000, each of whom has one vote.

Anyone voting as a union delegate cannot also vote as an individual.

Section 5. Organizations which are not trade unions may join MassCOSH with the approval of the Executive Committee. Each such organization shall have one voting delegate at membership meetings.

Section 6. A member in good standing is a member who has paid dues and agrees with the objectives of the organization and demonstrates an active participation in MassCOSH.

ARTICLE III ORGANIZATIONAL STRUCTURE

Section 1. The Executive Committee shall be the governing body which oversees the activities of the organization on behalf of the membership. The Executive Committee shall consist of twenty-two (22) members, with ten (10) members from Western Massachusetts and twelve (12) members from Eastern Massachusetts. Eleven (11) members of the Executive Committee (five from Western Massachusetts and six from Eastern Massachusetts) shall be elected bi-annually by the membership at the MassCOSH convention and shall continue in office until their respective successors are elected. Election shall be by simple majority of those members in good standing eligible and voting at the membership convention, providing that notice of the elections has been sent to all members at least thirty (30) days in advance. All candidates must be MassCOSH members in good standing.

Eleven (11) members of the Executive Committee (five from Western Massachusetts and six from Eastern Massachusetts) shall be appointed bi-annually by the elected members of the Executive Committee at their first monthly meeting following their election. These appointed members shall include a member from each active MassCOSH committee. These appointed members shall continue in office until their respective successors are selected.

In the event of vacancy on the Executive Committee the remainder of the Executive Committee shall appoint an acting member subject to ratification by the

membership at a duly constituted membership meeting. .

Members of the Executive Committee who fail to attend three (3) consecutive meetings or who fail to attend at least 50% of Executive Committee meetings in a six-month period shall be dropped from membership on the Committee unless a majority of the Executive Committee finds good reasons for their absence.

The Executive Committee shall be responsible for hiring staff as needed by the organization.

When the eastern and western members of the Executive Committee meet separately, a quorum shall consist of three (3) Executive Committee members at each of their meetings. When the eastern and western members meet jointly, a quorum shall be five (5)

Section 2. Officers: The Executive Committee shall appoint from its members two co-chairpersons: one from Western Massachusetts and one from Eastern Massachusetts. The co-chairpersons shall preside at all membership and Executive Committee meetings and shall exercise general supervision over the business of the Executive Committee.

The Executive Committee shall appoint from its members:

Two Treasurers: One from Western Massachusetts and one from Eastern Massachusetts. The Treasurers will assist eastern and western office bookkeepers in their duties of keeping accurate financial records, making sure all government reporting and tax requirements are met; making available upon request the financial records of the organization; and making a financial report at membership meetings.

Two Recording Secretaries: One from Western Massachusetts and one from Eastern Massachusetts. The Recording Secretaries will act as secretaries at all membership meetings and Executive Committee meetings, will keep the minutes of all such meetings in books proper for those purposes and will perform all duties customarily incidental to the office of secretary.

Two Membership Secretaries: One from Western Massachusetts and one from Eastern Massachusetts. Membership secretaries will report at Executive Committee and membership meetings on the number of union and individual members of MassCOSX, will maintain union and individual membership lists in functioning order, will maintain records of union and individual dues payments and insure renewals of membership by unions and individuals through mailings and phone calls.

Section 3. There shall be an Advisory Board which shall consist of representatives of labor unions, community organizations, the legal and scientific professions and others whose advice the Executive Committee deems valuable. Minorities and women shall be represented. The Advisory Board shall review and evaluate the work of the organization and recommend program

priorities and policy. The Advisory Board may assist in fundraising and recruiting and may establish special committees as necessary. The Advisory Board shall designate its own chairperson. All activities of the Advisory Board are subject to the review and approval of the Executive Committee.

The Advisory Board shall be appointed by the Executive Committee. The Executive Committee shall accept suggestions from the general membership for Advisory Board members.

Section 4. Activities of MassCOSH Committees are subject to the review and approval of the Executive Committee.

ARTICLE IV CONVENTIONS

Section 1. The Executive Committee may call conventions as frequently as once a year; however, no more than two years should elapse between conventions. The convention shall be held in a convenient part of the state.

ARTICLE V NON-INTERFERENCE

Section 1. Under no circumstances shall MassCOSH involve itself in the internal politics of any union.

ARTICLE VI AFFIRMATIVE ACTION

Section 1. MassCOSH shall make all possible efforts to include minorities and women as members, officers, Executive Committee members and staff. It will structure its programs to pay particular attention to the problems faced by these sectors of the workforce.

ARTICLE VII AMENDMENTS

Section 1. This constitution may be amended at the MassCOSH Convention or a duly constituted membership meeting by a two-thirds majority of members in good standing present and voting, providing that notice that amendments will be proposed are sent to each member at least thirty (30) days before the meeting and providing that a quorum of 10% of the membership in good standing are present at that meeting.

ARTICLE VIII DUES SYSTEM

Section 1. Individual Dues:

<u>Income</u>	<u>Annual Dues</u>
-Unemployed, Student, Disabled Worker	\$ 5.00
-Earning under \$12,000 yearly	12.00
-Earning \$12,000 or over	20.00
-Contributing Member	50.00
-Sustaining Member (payable in monthly installments on request)	100.00
-Life Member	\$200.00 (pd once only)

Section 2. Member Local Union Dues:

Annual Dues

-Less than 100 members	\$ 50.00
-100 to 500 members	100.00
-501 to 2000 members	200.00
-Over 2000 members	300.00

Section 3. Non-Union Groups: The Executive Committee shall determine appropriate dues for other groups that wish to become members of MassCOSH.

Section 4. Dues Increase: Annual membership dues for unions, individuals, and non-union groups shall increase automatically by 10% each year (rounded to the nearest dollar) on January 1.

Section 5. Special Circumstances: In extraordinary circumstances the Executive Committee may reduce or waive the payment of dues or dues increase for a specified period of time for a particular member local union, individual member, or non-union member.

MassCOSH

Massachusetts Coalition for Occupational Safety & Health

718 Huntington Avenue
Boston, MA 02118
(617) 277-6097

458 Bridge Street
Springfield, MA 01103
(413) 732-2947

Elected Members, 1984 MassCOSH Executive Committee

From Eastern Massachusetts:

Edward George	Secretary-Treasurer, GCIU 687.
Jenny Helmick	Member, Health and Safety Committee, IUE 201.
Bob Murray	Steward, ICWU 57.
Martha Robb	Organizer, Harvard UAW.
Sam Vernon	Vice President, AFSCME 470.
Richard Youngstrom	Industrial Hygienist, IUE 201.

From Western Massachusetts:

Lew Adams	Steward, RWDSU 566.
Vicki Allard	Secretary, Milton-Bradley Industrial Union, RWDSU 224.
Brad Brousseau	Organizer, IBEW 7.
Phyllis Fleming	Retired Member, Milton-Bradley Industrial Union, RWDSU 224. Chair, Western Massachusetts Organization of Disabled Workers.
Nicholas Zeo	Safety and Health Representative, APWU Springfield Area Local.

